

Modern Slavery Statement

For the year ended 31 March 2022

Introduction to Victim Support

Victim Support is the independent charity for people affected by crime and traumatic events in England and Wales. Our specialist teams provide individual, independent, emotional and practical help to enable people to cope and recover from the effects of crime. Our services are free and available to everyone, whether or not the crime has been reported and regardless of when it happened.

Victim Support's charitable activities include supporting the victims of modern slavery and human trafficking under contracts let by Police and Crime Commissioners and Local Authorities in England and Wales.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Victim Support's slavery and human trafficking statement for the financial year ended 31 March 2022. It covers the activities of Victim Support and its wholly-owned subsidiary Victims Support Limited

Structure and supply chain

Victim Support has around 1,100 employees and over 600 volunteers all based in England and Wales. Our employees are largely directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in the UK, so our focus is to ensure there are policies and procedures in place for our contractors and service providers.

The charity uses a wide range of suppliers who supply goods and services that support the operations of the charity. The

charity recognises the importance of its role in implementing the guidance of the Modern Slavery Act and the consequences of its implications.

Policies on modern slavery

Policies and procedures are in place aiming to minimise the risk of modern slavery in our supply chain. Specifically, a procurement policy that sets out requirements for buying goods and services and due diligence required on suppliers; and a whistleblowing policy and procedure that encourages staff to report any concerns.

The procurement policy includes a specific section on ensuring the risk of modern slavery in our supply chain is minimised. The procurement policy is used to draw the attention of the charity's employees and volunteers to the risks relating to modern slavery and child and forced labour, ensuring that they have access to the necessary information.

Victim Support regularly monitors other UK Government public bodies and relevant professional institutes for latest best practice guidance in terms of eradicating modern slavery. We strive to ensure that these ideas and innovations where appropriate, are adopted quickly, whenever considered applicable to Victim Support and its supply chains.

Due diligence processes

Due diligence is carried out on significant suppliers where there may be a modern slavery risk. This includes a requirement for up-to-date independent evidence (for example up-to-date audited accounts) of the level of turnover/income of applicable suppliers and where their level of turnover/income is above £36m review of their latest modern slavery statement. Suppliers operating in

sectors where there is a greater risk of modern slavery are subject to review even if their turnover is below the limit at which a modern slavery statement is required.

Risk assessment

We risk assess whether there are any parts of our business and supply chains where there is a risk of slavery and human trafficking taking place. Our assessment, taking account of the nature of our business and sources of supply, is that the risk is low.

Measuring effectiveness

Our Senior Management Team considers the effectiveness of our measures for ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains and reports to the Board of Trustees of Victim Support accordingly.

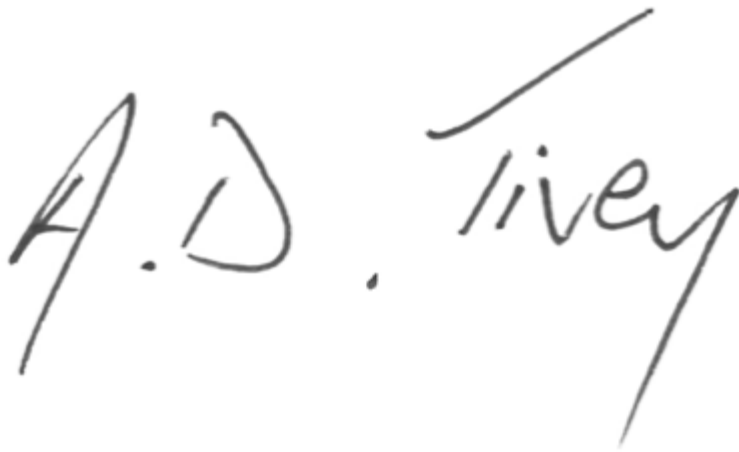
We are putting in place measures to ensure that Modern Slavery monitoring and vigilance is an agenda item at all relevant contract management review meetings. This in turn, allows for formal reporting of any issues or concerns, to senior management of our organisation.

Training for staff

During the year we have provided advice and guidance to those in Victim Support who have procurement responsibilities. We provide eLearning on modern slavery and a test to enable assessment of understanding. Our teams are asked to look for signs of modern slavery when a supplier's employees attend our premises. In order to help ensure focus on this important topic is retained, we are also putting in place steps to ensure that Modern Slavery is a regular, mandated topic on relevant formal supplier engagement meetings.

Approval

This statement has been approved by the Board of Trustees of Victim Support.

A handwritten signature in black ink. The first part consists of the initials 'A.D.' followed by a period. The second part is the name 'Tivey' written in a cursive, lowercase style. The signature is positioned centrally below the approval text.

Andrew Tivey

Chair of Board of Trustees, Victim Support